**Priorities:**

1. Executive summary
2. Discussion of mission, purpose, impact in teaching, research, and service; position in the field and vision for the future disciplinary standing and areas of distinction

**Intellectual focus:** Where do we make our mark?

3. Research and other creative activities, professional engagements – what is it now and how should it evolve given available resources

**Education:** What are the principal educational activities we pursue, or should pursue?

4. Undergraduate education – current/ideal size of major program; service teaching for non-majors; goals, intended impact on student learning, assessment of outcomes; curriculum and advising demand and resources

5. Graduate education – current/ideal program size; goals, planned developments, and related purpose; program demand and resources for student support

6. Proposals and rationales to establish, disestablish, consolidate or modify degree programs – planned or contemplated

**People, Infrastructure, and Finances:** How do we propose using our resources to move from where we are toward our desired future?

7. Review of academic staffing, research drivers, teaching workload (current/ideal), and hiring plan

8. Supporting infrastructure (staff, facilities, information technology); plans for what our unit can address and what we need help on

9. Review of resources and expenditures, including revenue generation opportunities

**Purpose:** Who are we? How should we be evolving & why?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**Overarching objective:**

Develop a multi-year faculty hiring strategy within the horizon of a roughly steady-state faculty size. If desired, include a wish list should growth become possible.

Throughout, consider how faculty hiring can support efforts to contribute to diversity.

**Areas in our discipline:**

1. Areas in which we (like departments at other leading universities) must maintain strength in order to recruit top faculty and graduate students and sustain a high national or international reputation

2. Areas in which we should develop additional strengths (e.g., areas that cross-cut the core areas, lie at their periphery, or build valuable bridges to other disciplines)

**Faculty profile:**

3. Current rank distribution of our faculty

4. Anticipated retirements in the coming 5 years

**Faculty & areas:**

5. Rough breakdown of how many of our faculty should be in each core area and in cross-cutting areas (i.e., faculty whose primary research and teaching interests lie in that area, faculty whose interests extend beyond a single core area)

**Hiring priorities:**

6. Prioritized proposed hires for the next 5 years

- Brief rationale that ties each position back to our mission, goals, strengths, core areas, & challenges

- Proposed subfield(s) for each appointment, if any

- Proposed level for each position and why

7. What sequence of hiring would help us meet our goals

**Other factors:**

8. Space availability, start-up needs, etc.

9. Outcomes of recent/earlier recruitment efforts.

**Background (synopsis of Sections A & B):**

1. Unit profile
2. Strengths
3. Challenges

**Strategic faculty hiring plan:**

4. See Section B; provide updates (e.g., re: hires and separations)

**Faculty FTE request (template):**

5. For each proposed position: proposed ranking, area(s), and level – and why

6. Relevance to EVCP’s faculty hiring priorities

7. Statement of support/interest from other campus unit(s)

8. Other factors (e.g., undergraduate student-enrollment pressures).

**Resources**

- Online version of this document, with supplementary information vpsafp.berkeley.edu/strategic-planning/

- Interactive dashboards, customizable reports, dynamic views, and historical trends (student demographics, curriculum, outcomes, etc.) 
calanswers.berkeley.edu